

WTAP-TV, WIYE-LD, WOVA-LD
EEO PUBLIC FILE REPORT
June 01, 2017-May 31, 2018¹

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Producer	4, 8, 17, 19, 21	19
Account Executive	1, 4, 8, 17, 19, 21	19
Multi-Media Journalist	4, 8, 17, 21	21
Account Executive	1, 4, 17, 21, 22	1
Sales Assistant	1, 4, 17, 21, 22	21
Anchor/Producer	4, 10, 17, 21, 22	21
Weekend Meteorologist/MMJ	4, 10, 17, 21, 22	21
MM Journalist	1, 4, 8, 10, 17, 21, 22	1
Technical Media Producer	4, 17, 18, 21, 22	21
MM Journalist	4, 8, 10, 17, 21, 22	21
Sports MMJ/Weekend Sports Anchor	4, 8, 10, 17, 21, 22	21

¹ This report was revised in April 2019 to update and correct reported information.

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Linked In (On-line) Position listed by News Director	N	2
2	Hocking College 3301 Hocking Parkway Nelsonville, OH 45762 740-753-3591	Y	
3	Marietta College Career Center, Natalie Wood 215 Fifth St Marietta, OH 740-376-4645	Y	
4	Gray TV Website Gdmsupport@gray.tv	N	
5	Mountain State College Gary D. Dailey 1508 Spring St Parkersburg, WV 26101 304-485-5487	Y	
6	National Assn of Hispanic Journalists Michelle Vignoli 1000 National Press Building Washington, DC 20045-2100 202-662-7483	N	
7	Ohio University Office of Career Services 185 Lindley Hall Athens, OH 45701 740-593-2909	Y	
8	TVJOBS.COM Mark C. Holloway P.O. Box 4116 Oceanside, CA 92052 760-754-8177	Y	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	WV Broadcasters Assn Michelle Crist 140 Seventh Ave South Charleston, WV 25303 304-744-2143	N	
10	West Virginia University wvu-csm.symplicity.com/employers	Y	
11	Reserved	N	
12	Parkersburg News & Sentinel 519 Juliana St Parkersburg, WV 26101 304-485-1891	N	
13	Marietta Times 700 Channel Lane Marietta, OH 45750 740-373-2121	N	
14	Ohio Valley College Kathy Muller 1 Campus View Drive Vienna, WV 26105 304-865-6082	Y	
15	American Women in Radio and Television Kimberly McCoy 1594 Springhill Rd, Suite 330 Vienna, VA 22182 703-506-3290	N	
16	Eastern Kentucky University 108 Alumni Coliseum 521 Lancaster Avenue Richmond, KY 40475 859-622-1821	Y	
17	WTAP-TV Website www.thenewscenter.tv Dirk Kreiss One Television Plaza Parkersburg, WV 26101 304-485-4588	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	WV Job Service Joe Baldwin Parkersburg, WV 304-420-4525	Y	
19	Referral	N	2
20	Unknown	N	11
21	Indeed.com (automatically posted from Gray TV website)	N	8
22	Job Fairs, See Section III for details	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			23

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	<p>WTAP offers an internship program to students at area colleges and universities.</p> <p>During this reporting year, the station hosted 2 interns. One from West Virginia University and one from Ohio University.</p> <p>These students were communications majors.</p> <p>They interned with our News Department and were supervised by the News Director.</p>
2	Training and Mentorship Program	<p>WTAP has a mentoring program to train entry-level employees to advance into other positions.</p> <p>During this reporting year, a sales assistant was identified to participate in local and corporate training programs, including on-line and teleconference sessions with Local X our digital provider and Gray Digital (corporate digital team). She participated in on-site training at a sister station on November 10-11, 2017. As a result of her training, she was promoted in 2018.</p> <p>Three other employees from this station also participated in the corporate training</p>
2	Job Fairs	<p>During this reporting year, our News Director traveled to Job Fairs at Kent State University (Oct. 2017) and West Virginia University Career Day (March 2018).</p> <p>At Kent State University there was a presentation to a group of students and following the meeting the News Director had</p>

		<p>individual meetings with 3 students.</p> <p>At the West Virginia University Career Day the News Director had 30-minute individual meetings with 10 students.</p>
3	Scholarship Program	<p>WTAP awards an annual scholarship, the Glenn Wilson Memorial Broadcast Scholarship to one area high school student who is planning to pursue a career in Broadcast Journalism. Funds for this scholarship are raised primarily through our annual (5/14/18) golf tournament. The program is administered through the Parkersburg Area Community Foundation as they administer a number of scholarships throughout the region. This year's scholarship was presented by one of our news staff and awarded on May 25, 2018 to a Parkersburg High School student.</p>